



## Workforce Stability Index Information

To provide districts with a more systematic comprehension of their local workforce, ADE has developed the Workforce Stability Index (WSI) as an informational tool. The WSI is a calculation to depict the strength or stability of a school or district's faculty. The ADE, schools, districts, and the general public may access WSI information on the ADE's "My School Info" website, at <https://myschoolinfo.arkansas.gov/>.

The WSI is designed to help inform school districts regarding considerations for recruiting, assigning, and retaining a quality, equitable educator workforce. The relative stability of an educator workforce can be estimated by examining factors determined to be relevant to educator quality. WSI is calculated by subtracting the average of Inexperienced, Provisional License, Out-of-Field, Attrition from 100. ( $WSI = 100 - (\text{Inexperienced} + \text{Provisional} + \text{Out-of-Field} + \text{Attrition}) / 4$ ). Beginning January 2018, the ADE has replaced the percent of Provisional licenses with the percent of Ineffective teacher ratings in the WSI. The ADE also uses the Workforce Stability Index information in reviews of LEA federal funding application submission and to provide technical assistance. Utilizing the information in the WSI, Local Education Agencies (LEAs) will be able to determine if it has equitably aligned all activities, personnel assignments, and resources to the areas of need within the schools and district.

The ADE will also publicly report through the WSI, the percentages of the following factors in an LEA:

- Inexperienced teachers;
- Teachers teaching out-of-field;
- Teacher attrition; and
- Ineffective teachers.

LEAs that have a disproportionate rate of low-income children being taught by ineffective, out-of-field, or inexperienced teachers will be required to attend an Equity Lab and develop a local equitable access plan to address the disparities or disproportionalities and to direct funding and other resources, if necessary, to schools that are receiving Directed or Intensive support (Levels 4 and 5 under new accountability system).